

SB 17/95 - B&T

By: Senators Miller, Amoss, Boozer, Green, Hafer, and Hoffman

Requested: November 15, 1995

Introduced and read first time: January 10, 1996

Assigned to: Budget and Taxation

Committee Report: Favorable with amendments

Senate action: Adopted with floor amendments

Read second time: February 22, 1996

CHAPTER ____

1 AN ACT concerning

2 Retirement and Pensions - Retirement Allowances - Separation from Employment

3 FOR the purpose of allowing certain State employee members of the Employees'
4 Retirement System or the Employees' Pension System to retire early with a service
5 retirement allowance during a certain period under certain circumstances;
6 prohibiting a member ~~of one of the State retirement or pension systems~~ who retires
7 under this Act from receiving an allowance that exceeds a certain amount;
8 authorizing the Board of Trustees for the State Retirement and Pension System to
9 adopt certain regulations; providing for the benefits on early retirement under this
10 Act; altering the conditions under which a member who retires under this Act may
11 become reemployed by certain employers; allowing certain employees who are
12 separated from employment under certain circumstances to be eligible for certain
13 retirement benefits; excluding certain employees from qualifying for the retirement
14 and other benefits under this Act; requiring the Secretary of Budget and Fiscal
15 Planning to notify the Board of Trustees if a member revokes an application for
16 retirement under this Act; providing for a certain choice of death benefits to a
17 designated beneficiary if an employee dies under certain circumstances; limiting the
18 number of employees who retire under this Act from being rehired as temporary or
19 contractual employees; requiring the Departments of Budget and Fiscal Planning
20 and Fiscal Services to monitor the number of employees who retire under this Act
21 who are rehired as temporary or contractual employees; requiring the State to pay
22 for a certain period the entire health insurance costs of certain employees who are
23 separated from employment under certain circumstances; providing for the funding
24 of certain retirement and pension costs under this Act; requiring the Department of
25 Budget and Fiscal Planning to make a certain determination regarding the
26 percentage of employees in departments or units in State government qualifying for
27 the incentive provided in this Act; allowing certain departments and units of State

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1 government to delay the effective date of certain employees electing to retire under
2 this Act until a certain date; requiring the appointing authorities to notify the Board
3 of Trustees of certain information by a certain date; making the election to retire
4 under this Act irrevocable except under certain circumstances; providing that
5 unused sick leave may not be used to determine eligibility for the incentive provided
6 for in this Act or to determine the amount of the incentive provided for under this
7 Act; providing that the application shall be void if a member dies prior to the
8 effective date of retirement under certain circumstances; requiring on or before a
9 certain date certain State officials, in consultation with certain appointing
10 authorities, to eliminate a certain ~~percentage~~ number of certain positions in the
11 State budget; prohibiting an appointing authority from filling certain positions until
12 certain dates; requiring that certain appropriations be reduced by certain amounts;
13 requiring that certain salary savings that result from this Act be transferred to
14 certain funds; allowing the State Retirement Agency to take a certain number of
15 additional days to process certain retirement applications without affecting an
16 applicant's right to a benefit; requiring the Department of Budget and Fiscal
17 Planning and the State Retirement Agency to submit before a certain date a certain
18 report to the General Assembly; and generally relating to the ~~retirement of~~
19 separation from employment and retirement of certain members of the State
20 retirement and pension systems.

21 BY adding to

22 Article - State Personnel and Pensions
23 Section ~~20-207~~ and 21-304(d)(4)
24 Annotated Code of Maryland
25 (1994 Volume and 1995 Supplement)

26 BY repealing and reenacting, with amendments,

27 Article - State Personnel and Pensions
28 Section 21-304(d)(3)
29 Annotated Code of Maryland
30 (1994 Volume and 1995 Supplement)

31 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
32 MARYLAND, That the Laws of Maryland read as follows:

33 **Article - State Personnel and Pensions**

34 ~~20-207.~~

35 ~~A MEMBER OF A STATE SYSTEM MAY NOT RECEIVE A BASIC ALLOWANCE THAT~~
36 ~~EXCEEDS THE MEMBER'S AVERAGE FINAL COMPENSATION.~~

37 21-304.

38 (d) (3) [If] EXCEPT AS PROVIDED IN PARAGRAPH (4) OF THIS SUBSECTION,
39 IF the accrued liability is increased by legislation enacted after July 1, 1980, the additional
40 liability shall be funded over 30 years beginning on July 1 coincident with or next
41 following the effective date of the increase.

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1 (4) IF THE ACCRUED LIABILITY IS INCREASED BY LEGISLATION THAT
2 PROVIDES FOR EARLY RETIREMENT OF STATE EMPLOYEES, THE ADDITIONAL
3 LIABILITY SHALL BE FUNDED OVER A PERIOD OF 5 YEARS BEGINNING ON JULY 1,
4 1997.

5 SECTION 2. AND BE IT FURTHER ENACTED, That:

6 (1) ~~A~~ Except as provided under paragraphs (2) and (3) of this section, a
7 member of the Employees' Retirement System or the Employees' Pension System may
8 retire if the member:

9 (i) Submits a written application to the Board of Trustees from July ~~2~~
10 1, 1996 through August 31, 1996, both inclusive;

11 (ii) Is an employee of the State on June 1, 1996;

12 (iii) Is a member of the respective system on ~~April 1, 1996~~ January 1,
13 1996; and

14 (iv) On or before ~~August 31, 1996~~; June 30, 1997:

15 1. Has at least 30 years of creditable service; or

16 ~~+~~ 2. A. Has at least 25 years of creditable service; and

17 ~~2- B.~~ Is at least 50 years old;

18 (2) A member of the Employees' Retirement System or the Employees'
19 Pension System who was an employee of the State on January 1, 1996 and is separated
20 from employment as a result of the elimination of the employee's position in the State
21 budget or by budget amendment after December 31, 1995 and before July 1, 1997, may
22 retire if the member:

23 (i) Submits a written application to the Board of Trustees:

24 1. From July 1, 1996 through August 31, 1996, both inclusive, if
25 the member's position is eliminated in the State budget or by budget amendment before
26 August 1, 1996; or

27 2. Not later than 30 days after the member is separated from
28 employment and before July 1, 1997, if the member's position is eliminated in the State
29 budget or by budget amendment after July 31, 1996 and before July 1, 1997;

30 (ii) Is a member of the respective system on January 1, 1996; and

31 (iii) On or before June 30, 1997:

32 1. Has at least 30 years of creditable service; or

33 2. A. Has at least 20 years of creditable service; and

34 B. Is at least 45 years old;

35 (3) This section does not apply to members who are employees of:

36 (i) The Judicial Branch of government;

1 (ii) An institution of higher education and a public senior higher
2 education institution, under Title 10 of the Education Article;

3 (iii) The Comptroller of the Treasury;

4 (iv) The Maryland Automobile Insurance Fund;

5 (v) The Maryland Stadium Authority; and

6 (vi) The Injured ~~Workers~~ Workers' Insurance Fund. ~~Y~~;

~~7~~ ~~(2)~~ (4) Except as provided in paragraph (5) of this section and Section 8 of
8 this Act, an employee who elects the early retirement incentive under this section of this
9 Act shall retire on October 1, 1996;

10 (5) (i) An employee who has timely filed an application in accordance
11 with paragraph (1) or paragraph (2) of this section of this Act but who does not satisfy the
12 eligibility requirements of paragraph (1) or paragraph (2) of this section of this Act by
13 August 31, 1996, shall retire on the first day of the month following the month in which
14 the employee becomes eligible to retire under this Act. ~~and~~

~~15~~ ~~(ii) An employee who has timely filed an application in accordance~~
~~16 with paragraph (2) (i) 2 of this section of this Act and who does satisfy the eligibility~~
~~17 requirements as of the effective date of retirement specified in the application shall retire~~
~~18 on the first day of the month following the month in which the employee files the~~
~~19 application.;~~

~~20~~ ~~(3)~~ (6) (i) Except as provided in subparagraph (ii) of this paragraph, an
21 application to retire under this section of this Act is irrevocable; ~~and~~

22 (ii) The Secretary of Budget and Fiscal Planning may allow a member
23 to revoke an application if that member has experienced extenuating circumstances since
24 submitting the application, and the member submits a written request to the Secretary for
25 a revocation of the member's application; and

26 (iii) If a member revokes an application for retirement that is allowed
27 under subparagraph (ii) of this paragraph, the Secretary of Budget and Fiscal Planning
28 shall notify the Board of Trustees of the revocation not later than 2 weeks after the
29 revocation;

30 ~~(4)~~ (7) (i) Except as provided in subparagraph (ii) of this paragraph, a
31 member who retires under this section of this Act shall receive an additional 2 months of
32 credit for each full year of the member's creditable service;

33 (ii) For any part of a year of creditable service that is at least ~~6 months~~
34 one-half of one year, the member shall receive an additional 2 months of credit; and

35 (iii) A member's credit for unused sick leave may not be used to
36 determine the member's creditable service that is used to compute the additional service
37 credit under this paragraph;

38 ~~(5)~~ (8) (i) Except as provided in subparagraphs (ii) and (iii) of this
39 paragraph, a member of the Employees' Retirement System who retires under this

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1 section of this Act shall receive a service retirement allowance equal to one fifty-fifth of
2 the member's average final compensation multiplied by the sum of:

3 1. The member's creditable service; and

4 2. The additional credit described in paragraph ~~(4)~~ (7) of this
5 section of this Act;

6 (ii) If a member has less than 30 years of creditable service and is less
7 than 60 years old, the member's retirement allowance computed under subparagraph (i)
8 of this paragraph shall be reduced by 0.5 percent for each month by which the member's
9 day of retirement precedes the earlier of:

10 1. The day the member would have been 60 years old; or

11 2. The day the member would have completed 30 years of
12 creditable service, not including the credit described in paragraph ~~(4)~~(7) of this section of
13 this Act; and

14 (iii) A member of the Employees' Retirement System who is subject to
15 Selection C (Combination formula) shall receive a service retirement allowance:

16 1. For creditable service before July 1, 1984, as provided in
17 subparagraph (i) of this paragraph; and

18 2. For creditable service from July 1, 1984, as provided in
19 paragraph ~~(6)~~ (9) of this section of this Act;

20 ~~(6)~~ (9) (i) Except as provided in subparagraph (ii) of this paragraph, a
21 member of the Employees' Pension System who retires under this section of this Act shall
22 receive a service retirement allowance equal to the sum of the member's creditable
23 service and the additional credit described in paragraph ~~(4)~~ (7) of this section of this Act,
24 multiplied by:

25 1. 0.8 percent of the member's average final compensation that
26 is not in excess of the social security integration level; and

27 2. 1.5 percent of the member's average final compensation that
28 exceeds the social security integration level; and

29 (ii) If a member has less than 30 years of creditable service and is less
30 than 62 years old, the member's retirement allowance computed under subparagraph (i)
31 of this paragraph shall be reduced by the lesser of:

32 1. 0.5 percent for each month by which the member's day of
33 retirement precedes the day the member would have been 62 years old; or

34 2. 42 percent;

35 ~~(7)~~ (10) The Board of Trustees ~~may~~;

36 (i) May adopt regulations to carry out this section of this Act; and

1 (ii) May not accept an application for retirement under this section of
2 this Act that is filed with the State Retirement Agency after 5:00 p.m.on August 31, 1996,
3 except as provided under paragraph (2)(i)2 of this section;

4 (11) A member who retires under this section of this Act may not receive a
5 basic allowance that exceeds the member's average final compensation;

6 ~~(8)~~ (12) If Except as provided in paragraphs (13) and (14) of this section of
7 this Act, if the member dies prior to the effective date of retirement,an application to
8 retire in accordance with the provisions of this section of this Act shall be void and of no
9 effect, and the benefits payable on the member's account shall be computed as if the
10 application had not been filed;

11 (13) Notwithstanding any other provision of law, if an employeewhose
12 effective retirement date is delayed under Section 8 of this Act dies before the effective
13 date of retirement, the employee's designated beneficiary shall have the option of either
14 receiving the death benefit under Title 29, Subtitle 2 of the State Personnel and Pensions
15 Article, including, if the designated beneficiary is eligible for an Option 2 allowance, an
16 Option 2 allowance based on a retirement allowance computed as providedunder this
17 Act, or the retirement benefit based on the retirement allowance computed as provided
18 under this Act that the designated beneficiary would otherwise be entitled to receive in
19 accordance with the member's application for retirement; and

20 (14) Notwithstanding any other provision of law, if an employeewho qualifies
21 for retirement under paragraph (2) of this section of this Act is separated from
22 employment before becoming eligible for retirement and dies before the effective date of
23 retirement, the employee's designated beneficiary shall have the optionof either
24 receiving the death benefit under Title 29, Subtitle 2 of the State Personnel and Pensions
25 Article, including, if the designated beneficiary is eligible for an Option 2 allowance, an
26 Option 2 allowance based on a retirement allowance computed as providedunder this
27 Act, of or if the employee filed an application for retirement under this Act before the
~~28 date of death, the retirement benefit based on the retirement allowancecomputed as~~
~~29 provided under this Act that the designated beneficiary would otherwisebe entitled to~~
~~30 receive in accordance with the member's application for retirement.~~

~~31~~ ~~SECTION 3. AND BE IT FURTHER ENACTED, That:~~

~~32~~ ~~(1) A retiree who retires under this Act may not become reemployed in a~~
~~33 temporary or contractual position with the State, unless the reemployment is approved~~
~~34 by:~~

~~35~~ ~~(i) The Board of Public Works, for a position not in the Legislative or~~
36 Judicial Branch of State government; or

37 (ii) The Chief Judge of the Court of Appeals for a position in the
38 Judicial Branch of State government; or

39 ~~(iii)~~ (ii) The President of the Senate and Speaker of the House of
40 Delegates, for a position in the Legislative Branch of State government;

41 (2) If a retiree who retires under this Act is reemployed in a temporary
42 permanent, temporary, or contractual position with a participating employer, in addition

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1 to any other reduction in the retiree's retirement allowance required under State law, the
2 retiree's retirement allowance shall be reduced by the amount it exceeds the retirement
3 allowance the retiree would otherwise have received; ~~and~~

4 ~~(3) If a retiree who retires under this Act is reemployed in a permanent~~
5 ~~position with a participating employer, the retiree may not have any additional service~~
6 ~~credit received under this Act restored to the retiree's credit.~~

7 (3) No more than 2% of the total number of employees retiring under this
8 Act may be reemployed in a contractual or temporary position in any branch of State
9 government;

10 (4) The Board of Public Works may not approve the reemployment in a
11 temporary or contractual position in the Executive Branch of State government of an
12 employee who retires under this Act, if that reemployment would result in more than 2%
13 of the retirees who retired under this Act being reemployed in a temporary or contractual
14 position with the State;

15 (5) The President of the Senate and the Speaker of the House of Delegates
16 may not approve the reemployment in a temporary or contractual position in the
17 Legislative Branch of State government of an employee who retires under this Act, if that
18 reemployment would result in more than 2% of the retirees who retired under this Act
19 being reemployed in a temporary or contractual position with the State;

20 (6) The Department of Budget and Fiscal Planning shall review the
21 applications for reemployment as contractual or temporary employees under this Act and
22 shall advise the Board of Public Works if the reemployment of an individual will cause the
23 2% limit under paragraph (3) of this section of this Act to be exceeded; and

24 (7) The Department of Fiscal Services shall review the applications for
25 reemployment as contractual or temporary employees under this Act and shall advise the
26 President of the Senate and the Speaker of the House of Delegates if the reemployment
27 of an individual will cause the 2% limit under paragraph (3) of this section of this Act to
28 be exceeded.

29 SECTION 4. AND BE IT FURTHER ENACTED, That:

30 (1) On or before November 1, 1996, the officials of the State specified in
31 paragraph (5) of this section of this Act, in consultation with the appropriate appointing
32 authorities, shall eliminate the number of positions from the State budget that is
33 equivalent to at least 60% of the ~~position identification numbers of the number of~~
34 positions that are vacated by individuals who retire on October 1, 1996 under paragraph
35 (1) of Section 2 of this Act and shall identify eliminate a number of positions from the
36 proposed Fiscal Year 1998 State budget that is equivalent to at least 60% of the ~~position~~
37 ~~identification numbers of the number of~~ positions to be vacated by individuals who retire
38 by June 30, 1997 in accordance with the provisions of Section 8 of this Act ~~and eliminate~~
39 ~~those position identification numbers in the proposed budget for Fiscal Year 1998;~~

40 (2) The positions eliminated in accordance with paragraph (1) of this
41 section shall result in a total reduction in salaries that is equal to at least 60% of the total
42 salaries of the positions vacated by members retiring on October 1, 1996 under this Act
43 and in accordance with Section 8 of this Act;

1 ~~(2)~~ (3) An appointing authority may not fill a position that is vacated by
2 an individual who retires on October 1, 1996 under this Act until the earlier of:

3 (i) November 1, 1996; or

4 (ii) The date on which the appropriate official of the State, as
5 specified in paragraph ~~(5)~~ (4) of this section of this Act, certifies to the appointing
6 authority that the position identification numbers that positions have been eliminated
7 ~~from the appointing authority's budget as required under this Act; and~~

8 ~~(3) On or before July 1, 1997, the officials of the State specified in~~
9 ~~paragraph (5) of this section of this Act, in consultation with the appropriate appointing~~
10 ~~authorities, shall eliminate from the State budget at least 60% of the position~~
11 ~~identification numbers of the positions that are vacated by individuals whose retirement~~
12 ~~date was determined in accordance with Section 8 of this Act;~~

13 ~~(4) An appointing authority may not fill a position that is vacated by an~~
14 ~~individual who retires in accordance with the provisions of Section 8 of this Act until the~~
15 ~~earlier of:~~

16 ~~(i) July 1, 1997; or~~

17 ~~(ii) The date on which the appropriate official of the State, as~~
18 ~~specified in paragraph (5) (4) of this section of this Act, certifies to the appointing~~
19 ~~authority the position identification numbers that have been eliminated from the~~
20 ~~appointing authority's budget as required under this Act; and~~

21 ~~(5) (4) (i) Except as provided in subparagraph (ii) of this paragraph,~~
22 ~~the The Secretary of Budget and Fiscal Planning shall determine and certify to the~~
23 ~~appropriate appointing authority which position identification numbers are to be~~
24 ~~eliminated for positions in the Executive Branch of State government other than those~~
25 ~~specified in subparagraph (ii) of this paragraph;~~

26 ~~(ii) The president of each public senior higher education institution as~~
27 ~~defined in § 10-101 of the Education Article, shall determine and certify to the~~
28 ~~appropriate appointing authority which position identification numbers are to be~~
29 ~~eliminated for positions in that public senior higher education institution; and~~

30 ~~(iii) (ii) The President of the Senate and the Speaker of the House of~~
31 ~~Delegates jointly shall determine and certify to the appropriate appointing authority~~
32 ~~which position identification numbers are to be eliminated for positions in the Legislative~~
33 ~~Branch of State government; and government.~~

34 ~~(iv) The Chief Judge of the Court of Appeals shall determine and~~
35 ~~certify to the appropriate appointing authority which position identification numbers are~~
36 ~~to be eliminated for positions in the Judicial Branch of State government.~~

37 SECTION 5. AND BE IT FURTHER ENACTED, That:

38 (1) In this section of this Act, "net salary savings" means the amount of an
39 appropriation of State funds, whether special or general funds, for a unit of State
40 government that is saved as a result of the elimination of positions under Section 4 of this

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1 Act, less the amounts paid by the State for unused annual leave for individuals who retire
2 under Section 4 of this Act;

3 (2) On or before January 1, 1997, and for Fiscal Year 1997:

4 (i) The Secretary of Budget and Fiscal Planning shall determine the
5 net salary savings under this Act for each unit of the Executive Branch of State
6 government, ~~including each public senior higher education institution~~, and the Governor
7 shall reduce the State appropriation for each unit of the Executive Branch, ~~including each~~
8 ~~public senior higher education institution~~, by the amount of the net salary savings for that
9 unit; and

10 (ii) The President of the Senate and the Speaker of the House of
11 Delegates jointly shall determine the net salary savings under this Act for each unit of the
12 Legislative Branch of State government and shall reduce the State appropriation for each
13 unit of the Legislative Branch by the amount of the net salary savings for that unit; ~~and~~

14 (iii) ~~The Chief Judge of the Court of Appeals shall determine the net~~
15 ~~salary savings under this Act for each unit of the Judicial Branch of State government and~~
16 ~~shall reduce the State appropriation for each unit of the Judicial Branch by the amount of~~
17 ~~the net salary savings for that unit;~~

18 (3) A copy of each amended appropriation shall be sent to the Governor,
19 the Comptroller, the Secretary of Budget and Fiscal Planning, and the Department of
20 Fiscal Services; and

21 (4) After receipt of a copy of the amended appropriation for each unit of
22 State government, the Governor shall transfer by budget amendment:

23 (i) ~~An amount not exceeding \$10,000,000 to the General Fund of the~~
24 ~~State;~~

25 (ii) ~~After the transfer under subparagraph (i) of this paragraph, an~~
26 ~~amount not exceeding \$2,000,000 to the Economic Development Opportunities Program~~
27 ~~Fund under § 7-314 of the State Finance and Procurement Article;~~

28 (iii) ~~After the transfer under subparagraphs (i) and (ii) of this~~
29 ~~paragraph, an amount not exceeding \$3,000,000 to the General Fund of the State; and~~

30 (iv) ~~Any remaining amounts by which appropriations are reduced~~
31 ~~under this section of this Act to the Revenue Stabilization Account under § 7-311 of the~~
32 ~~State Finance and Procurement Article, notwithstanding any other provision of law.~~

33 (i) The amounts by which General Fund appropriations are reduced
34 under this Act to the General Fund of the State; and

35 (ii) The amounts by which special fund appropriations are reduced
36 under this Act to the respective special fund.

37 SECTION 6. AND BE IT FURTHER ENACTED, That on or before January 1,
38 1997, in accordance with § 2-1312 of the State Government Article:

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1 (1) The State Retirement Agency shall report to the General Assembly on
2 the total number of State employees who retire under this Act; ~~and~~ and

3 (2) The Department of Budget and Fiscal Planning shall report to the
4 General Assembly as to each unit of State government:

5 (i) The number of employees and the salaries of the employees of the
6 unit who retire under this Act;

7 (ii) A list of the positions, position identification numbers, and the
8 salary for the positions in the unit that are eliminated under this Act;

9 (iii) A schedule that lists the total number of positions for the unit as of
10 June 30, 1996, the total number of positions for the unit after the positions for that unit
11 are eliminated under this Act, and the number of positions eliminated under this Act; ~~and~~

12 (iv) A list of the reductions in appropriations under this Act; and

13 (v) A list of the positions, position identification numbers, and the
14 salary for the positions in the unit that are eliminated in the State budget or by budget
15 amendment after December 31, 1995 and before July 1, 1997.

16 SECTION 7. AND BE IT FURTHER ENACTED, That, in recognition of the
17 additional administrative burden that may result from the number of State employees
18 who may retire under this Act, the State Retirement Agency may take an additional 60
19 days to process applications for retirement that are filed for retirement under this Act.
20 Except to the extent of a delay in the receipt of a benefit, a delay in processing an
21 application may not affect an applicant's right to a benefit.

22 SECTION 8. AND BE IT FURTHER ENACTED, That prior to July 1, 1996, the
23 Department of Budget and Fiscal Planning shall determine the departments and units of
24 State government that have more than 5% of their employees who are eligible for the
25 retirement incentive provided by paragraph (1) of Section 2 of this Act. For those
26 departments or units of State government identified by the Department of Budget and
27 Fiscal Planning as having more than 5% of their employees eligible for the retirement
28 incentive provided by paragraph (1) of Section 2 of this Act, the appointing authority of
29 that department or unit of State government may require up to 50% of the employees
30 electing to retire under this Act to delay the effective date of their retirement until no
31 later than June 30, 1997. The appointing authority of a department or unit of State
32 government affected by this section shall notify the Board of Trustees by September 15,
33 1996 of the employees whose retirement date will be delayed under this section of this
34 Act, and shall provide the retirement date for those employees. The retirement date of
35 any employee whose date is delayed under this section of this Act shall be on the first day
36 of a month.

37 SECTION 9. AND BE IT FURTHER ENACTED, That for those employees who
38 have been separated from employment because their position identification numbers have
39 been eliminated in the State budget or by budget amendment at any time after December
40 31, 1995 and before July 1, 1997, and who do not retire under this Act, the State shall pay
41 the entire cost of health insurance premiums for those employees to continue the health
42 insurance the employees received while employed by the State, for a period of 12 months
43 following the month of termination, or until those former employees are covered by

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1 another employer subsidized health insurance plan through another employer, whichever
2 comes first.

3 SECTION ~~9-~~ 10. AND BE IT FURTHER ENACTED, That Section 1 of this Act
4 shall take effect October 1, 1996.

5 SECTION ~~40-~~ 11. AND BE IT FURTHER ENACTED, That Sections 2 through 8
6 of this Act shall take effect June 1, 1996.